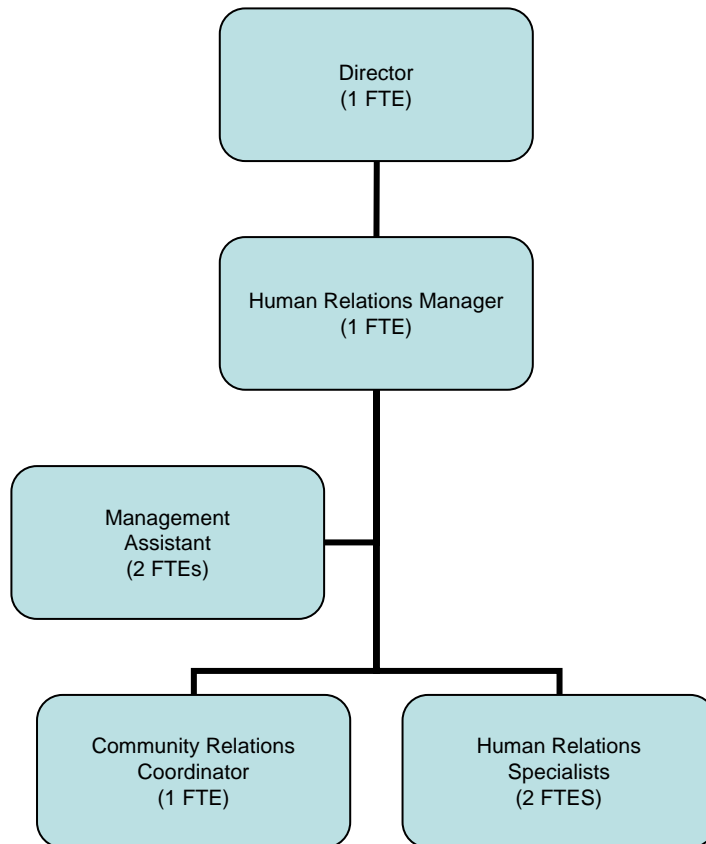




Human Relations

(7 FTEs)



HUMAN RELATIONS

Mission:

To improve race and human relations in the City of Durham by working to eliminate discrimination in the areas of employment, housing and public accommodations. To prioritize community outreach and educational activities to meet the needs of our citizens.

PROGRAM DESCRIPTIONS

Human Relations

Non-Grant \$467,732

7 FTEs

Grants \$41,000

0 FTEs

Fair Housing Program

The Human Relations Department administers the City's Fair Housing Ordinance. The Fair Housing Program is responsible for enforcing City and Federal Fair Housing Laws, processing alleged cases of housing discrimination and conducting education and training on fair housing issues. The Fair Housing Ordinance of the City of Durham is equivalent to federal civil rights law. This enables the department to contract with the U.S. Department of Housing and Urban Development and receive federal funding for processing housing complaints and conducting education and outreach.

Mediation Program

The Mediation Program is a new program that provides complaint resolution through collaboration and cooperation at no cost to the participants. Mediation is a voluntary, confidential process that uses certified mediators on staff to assist citizens in resolving disputes in the areas of employment, housing, and public accommodations.

Community Relations

The Human Relations Department develops and fosters programs aimed at addressing and improving human relations in Durham. Community Relations deals primarily with efforts to enhance racial and cultural relations to create a greater level of harmony in the community. The department seeks out and addresses community-related issues and problems and utilizes the media to promote and generate a message to the community that good human relations are beneficial from a social and economic perspective.

Education and Training

Education and Training provides relevant information/training to employers, housing industry representatives, city employees, and residents concerning their rights and responsibilities under the City's Fair Housing Ordinance and related civil rights laws.

RESOURCE ALLOCATION

	Actual FY 2005-06	Adopted FY 2006-07	Estimated FY 2006-07	Adopted FY 2007-08	Change
<i>Non-Grant</i>					
Appropriations					
Personal Services	\$ 393,031	\$ 424,230	\$ 444,527	\$ 450,211	6.1%
Operating	27,989	28,250	29,631	17,521	-38.0%
Total Appropriations	\$ 421,020	\$ 452,480	\$ 474,158	\$ 467,732	3.4%
Full Time Equivalents	6	8	7	7	-1
Part Time	1	-	-	-	-
Revenues					
Discretionary	\$ 421,020	\$ 452,480	\$ 474,158	\$ 467,732	3.4%
Program	-	-	-	-	0.0%
Total Revenues	\$ 421,020	\$ 452,480	\$ 474,158	\$ 467,732	3.4%
<i>Grants</i>					
Personal Services	\$ 52,347	\$ -	\$ 10,191	\$ -	0.0%
Operating	84,615	30,000	68,317	41,000	36.7%
Total Appropriations	\$ 136,962	\$ 30,000	\$ 78,508	\$ 41,000	36.7%
Full Time Equivalents	3	-	-	-	-
Part Time	-	-	-	-	-
Revenues					
Program - HUD	\$ 136,962	\$ 30,000	\$ 78,508	\$ 41,000	36.7%
Total Revenues	\$ 136,962	\$ 30,000	\$ 78,508	\$ 41,000	36.7%
Total Budget	\$ 557,982	\$ 482,480	\$ 552,666	\$ 508,732	5.4%

BUDGET ISSUES FOR FY 2007-08

- None

UNFUNDED OR UNDERFUNDED ITEMS

- None

COMPLETED INITIATIVES FOR FY 2006-07

- Completed Human Relations Month Celebration, including the Annual Awards Banquet, Women's Forum, and viewing of diversity film.
- Conducted Fair Housing Month Celebration for landlords/property managers.
- Spanish fair housing outreach.
- Made monthly presentations - Durham Affordable Housing Coalition First Time Homebuyers Program.
- Conducted employment/mediation seminar.
- Commemorated domestic violence murder victims with a tree lighting vigil.
- Conducted Domestic Violence Forum.
- Completed and implemented the People Inclusion Employment (PIE) Program.

- Hosted and organized the Cora Cole-McFadden Diversity Award Luncheon.
- Presented City Employee Diversity Council Award.
- Partnered with organizations to sponsor 2007 Durham Women's Agenda Assembly.
- Planned and coordinated the 2006 Unity Fest. Activity brought together community, students from North Carolina Central University and Duke University.

DEPARTMENT INITIATIVES FOR FY 2007-2008

- Present the Human Relations Month Celebration.
- Conduct two Fair Housing Seminars for landlords/property managers.
- Conduct Spanish fair housing workshop.
- Conduct the Domestic Violence Forum and Candlelight Vigil.
- Coordinate the City Employee Diversity Council.
- Host and organize the Cora Cole-McFadden Diversity Award Luncheon.
- Provide fair housing outreach through Durham Job-Link Centers - Satellite Offices.
- Conduct one Employment/Mediation Seminar.
- Sponsor an Essay/Poster contest for youth during Black History Month.
- Conduct Women's Celebration during Women's History Month.
- Coordinate the Mayor's Hispanic/Latino Initiative.
- Partner with organizations to sponsor 2007 Durham Women's Agenda Assembly.

GOALS, OBJECTIVES & STRATEGIES FOR FY 2007-08

Mediation Program

GOAL: *To provide a neutral, impartial process to mediate citizen disputes utilizing the alternate dispute resolution method.*

OBJECTIVE: To resolve informal complaints in the areas of employment, housing and public accommodations.

STRATEGY: Successfully bring together complainants and respondents to attempt to mediate disputes.

MEASURE:	Actual FY 2005	Adopted FY 2006	Estimated FY 2007	Adopted FY 2008
# Successful mediations	30	30	30	30

Fair Housing Program

GOAL: *To improve the quality of life by ensuring the availability of and access to fair housing for every resident.*

OBJECTIVE: To continue to process housing discrimination complaints in a timely manner as mandated by the Fair Housing Ordinance

STRATEGY: To continue to provide training for staff and monitor the caseloads/processing times.

MEASURE:	Actual FY 2005	Adopted FY 2006	Estimated FY 2007	Adopted FY 2008
Average # of days to process a housing case	87	90	90	100

Community Relations

GOAL: *To enhance the Durham residents' understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information.*

OBJECTIVE: To increase resident participation in the year-round activities and programs organized by the department by 10%.

STRATEGY: Work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs.

MEASURE:	Actual FY 2006	Adopted FY 2007	Estimated FY 2007	Adopted FY 2008
% Increase of event attendees	20%	20%	15%	20%

Hispanic/Latino Community Relations

GOAL: *To enhance Durham's Hispanic/Latino residents' understanding of diversity relating to race and cultural relations by planning and conducting community-based programs and disseminating information, and to increase their knowledge of their rights in the areas of employment, public accommodations and Fair Housing.*

OBJECTIVE: To provide Fair Housing outreach for Hispanic/Latino residents in the year-round activities and programs organized by the department. To reduce discrimination against Hispanic/Latino residents in the areas of Fair Housing, employment and public accommodations by providing supportive services for Hispanic/Latino residents.

STRATEGY: Work with community groups, businesses, governmental agencies, schools and other groups to develop and promote the activities or programs. Create and disseminate audio and visual material in Spanish to promote the programs and activities organized by the department.

MEASURES:	Actual FY 2006	Adopted FY 2007	Estimated FY 2007	Adopted FY 2008
# Hispanic residents being served by outreach activities	N/A	500	500	500
# Hispanic residents receiving supportive services	N/A	500	500	500

Education and Training

GOAL: *To provide education and training to employees, citizens and housing industry representatives about specific civil rights law issues.*

OBJECTIVE: To maintain the amount of participants trained in the area of fair housing.

STRATEGY: Educate and train citizens and housing industry representatives regarding Fair Housing Laws and conduct Fair Housing Law Sessions.

MEASURE:	Actual FY 2006	Adopted FY 2007	Estimated FY 2007	Adopted FY 2008
# Participants	1,000	1,000	1,000	1,000